

Alaska Workforce Investment Board
Working Committees Strategic Plan
May 9th, 2007
Changes 7/17/07

STRATEGIC NEEDS AND ISSUES CHALLENGING WORKFORCE DEVELOPMENT IN ALASKA
Full Matrix including Committee Priorities

EXECUTIVE COMMITTEE

Strategic Direction	Milestones	Resources	Success Measures
CLARIFY AND PROMOTE AWIB MISSION:			
<ul style="list-style-type: none"> AWIB should focus harder on issues that can be controlled, changed, or implemented vs. those beyond our control. 			
<ul style="list-style-type: none"> Identify and promote clear purpose and mission of AWIB and committees, and youth council's role as contributors. 			
FUNDING ISSUES:			
<ul style="list-style-type: none"> Funding is uncoordinated and resources are unfamiliar to businesses. 			
<ul style="list-style-type: none"> Provide assistance to business for training. 			
<ul style="list-style-type: none"> Lack of CTE funding for high schools. 			
<ul style="list-style-type: none"> Jobs with health benefits. 			
<ul style="list-style-type: none"> Lack of support for established voc-tech programs. 			
<ul style="list-style-type: none"> Changes in admin – funding direction changes. 			

EXECUTIVE COMMITTEE FUNDING ISSUES Continued:			
Strategic Direction	Milestones	Resources	Success Measures
<ul style="list-style-type: none"> Political funding youth program results. 			
<ul style="list-style-type: none"> Funding for top 10% of high school grads to attend Voc Ed (i.e. VA Scholars). 			
<ul style="list-style-type: none"> College/Student loans burdensome. 			
<ul style="list-style-type: none"> Low income/drop outs worker training/Add Voc training to GED program. 			
<ul style="list-style-type: none"> Lack high profile advocacy for state funding. 			
<ul style="list-style-type: none"> Lack \$ for marketing Voc Ed services. 			

Alaska Workforce Investment Board
Working Committees Strategic Plan
 May 9th, 2007

STRATEGIC NEEDS AND ISSUES CHALLENGING WORKFORCE DEVELOPMENT IN ALASKA

YOUTH COUNCIL COMMITTEE

Strategic Direction	Milestones	Resources	Success Measures
CHALLENGE: UNINSPIRED YOUTH LACK VISION FOR THEIR FUTURE			
1. Teach youth about basic employability and life skills (finances, teamwork, problem solving, work ethic).			
2. Expand and improve career counseling in school, not just college.			
3. Educate parents regarding vocations education training opportunities.			
• Develop European model of apprenticeship for careers in high school.			
• Need more support in career planning.			
• Develop a college of applied technology in Alaska.			
• Need to teach youth about basic employability and life skills (finances, teamwork, problem solving, work ethic)			
• At risk youth – secondary level – link to programs SAT or after school program.			
• Education of parents regarding vocational education training opportunities.			
• Expand, improve, career counseling in school.			
• Not just college.			
• keep kids in Junior High and High school in after schooling training.			

Alaska Workforce Investment Board
Working Committees Strategic Plan
 May 9th, 2007

STRATEGIC NEEDS AND ISSUES CHALLENGING WORKFORCE DEVELOPMENT IN ALASKA

WORKFORCE READINESS AND EMPLOYMENT & PLACEMENT COMMITTEE

Strategic Direction	Milestones	Resources	Success Measures
NEED TRAINING AND CAREER COORDINATION:			
1. <i>Improve applied academic, technical and employability skills of the workforce.</i>			
2. <i>Collaborate with business/industry and training providers to conduct a comprehensive needs assessment that sets training needs and priorities based on the gaps between supply and demand for the high demand short and long-term employment.</i>			
3. <i>Develop a more interactive relationship with business, community training providers and One Stop centers.</i>			
<ul style="list-style-type: none"> Training and job placement for special categories such as disabled veterans (especially in light of those already returning from Iraq "Helmets to Hardhats") and aging workers returning to workforce. 			
<ul style="list-style-type: none"> Stop outsourcing from the state for jobs and skills we lack. Identify legacy jobs, candidates are identified and mentored into these jobs. Identify and mentor workforce in these jobs. 			
<ul style="list-style-type: none"> Identify skills and jobs we don't have. Training and job opportunities. 			
<ul style="list-style-type: none"> Improve skills sets of employable workforce. Need for more math skills for successful entry into job market. Youth and adults need to improve skills sets. 			
<ul style="list-style-type: none"> Target recruitment and return of those graduating from Alaska high schools that left the state for college or for training. 			
<ul style="list-style-type: none"> Businesses need to be more familiar with training programs. 			

WORKFORCE READINESS AND EMPLOYMENT & PLACEMENT COMMITTEE continued

Strategic Direction	Milestones	Resources	Success Measures
IMPROVE CURRENT WORKFORCE TRAINING:			
<ul style="list-style-type: none"> Support supervisory training in industry using Department of Defense training model. 75% of people leave their jobs leave because of ineffective supervision. Training for supervisors. 			
<ul style="list-style-type: none"> Scholarships for tech Ed training to prepare for jobs. Funding support for business and students. 			
<ul style="list-style-type: none"> Difficult to offer enough OJT. 			
<ul style="list-style-type: none"> Aging workforce coming back to work. 			

Alaska Workforce Investment Board
Working Committees Strategic Plan
May 9th, 2007

STRATEGIC NEEDS AND ISSUES CHALLENGING WORKFORCE DEVELOPMENT IN ALASKA

POLICY & PLANNING AND ASSESSMENT & EVALUATION COMMITTEE

Strategic Direction	Milestones	Resources	Success Measures
IMPROVE CROSS INDUSTRY/COMMUNITY COLLABORATION AND PARTNERSHIPS:			
1. <i>Collaboration and partnerships both interdepartmental and across disciplines, state & federal agencies, non-profits, education & labor, corrections, industry and communities.</i>			
2. <i>Create employer incentives to increase Alaska hire. Recognition for employers, i.e. best value contracting (points for resident hire). Potential incentives – tax incentives, paid training scholarships, Governor's Citation, DOA Procurement Orientation.</i>			
3. <i>Provide maximum employment of residents as part of plan in the state's future development of resources and infrastructure.</i>			
Create employer incentives to increase Alaskan hire.			
<ul style="list-style-type: none"> Collaboration and partnerships both interdepartmental and across disciplines, state & fed agencies, non-profits, education & labor, corrections, industry & communities. 			
<ul style="list-style-type: none"> Provide maximum employment of residents as part if plan in State's future development of resources and infrastructure. 			
<ul style="list-style-type: none"> Customer focus in government service sector. 			
<ul style="list-style-type: none"> Knowledge of all providers of training and resources. 			
<ul style="list-style-type: none"> Need coordinated training system for Alaska. 			
<ul style="list-style-type: none"> Even if unemployment was at zero we will need to recruit workers to Alaska who will stay. Add this to state economic development plan. 			
<ul style="list-style-type: none"> Schools/Business/Industry are disconnected. Need them all to buy into single solution. 			
<ul style="list-style-type: none"> Lack of mentoring/internship experiences for secondary Connections. 			
<ul style="list-style-type: none"> Business and industry intimidated by red tape. 			
<ul style="list-style-type: none"> Recognition for employers, i.e. best value contracting (points for resident hire). Potential Incentives – tax incentives, paid training scholarships. Governor's Citation, Public Recognition, DOA Procurement Orientation. 			

POLICY & PLANNING AND ASSESSMENT & EVALUATION COMMITTEE Continued

Strategic Direction	Milestones	Resources	Success Measures
NEED TO FORTIFY CAREER GUIDANCE METHODS & RESOURCES: <i>This section was moved to the Youth Council</i>			
<ul style="list-style-type: none"> Career and Education Pathways – start early K-12. 			
<ul style="list-style-type: none"> Develop stronger Career Guides/Specialists in high schools. 			
<ul style="list-style-type: none"> Create mentor system for School-to-Work transitions including job placement follow-up. 			
<ul style="list-style-type: none"> Global Best Practices in Career & Technical Education (learn money/value added). 			
<ul style="list-style-type: none"> Educate K-12 Teachers about job trends, skills, career & tech ed. 			
ELIMINATE BARRIERS TO JOBS:			
<ul style="list-style-type: none"> Too many barriers for disabled workers. 			
<ul style="list-style-type: none"> Prison/Ex-offender workforce. Work with State corrections to assimilate "Legally Challenged" into workforce. 			
<ul style="list-style-type: none"> Make disability info more available to vets. 			

Alaska Workforce Investment Board
Working Committees Strategic Plan
 May 9th, 2007

STRATEGIC NEEDS AND ISSUES CHALLENGING WORKFORCE DEVELOPMENT IN ALASKA

LEGISLATIVE COMMITTEE

Strategic Direction	Milestones	Resources	Success Measures
MONITOR LEGISLATION IN PROGRESS:			
<ul style="list-style-type: none"> Oversee legislation related to AWIB. 			
<ul style="list-style-type: none"> Oversee legislation related to workforce development 			